

**VOLUNTARY VETERAN'S EMPLOYMENT PREFERENCE FOR  
PRIVATE EMPLOYERS****CHAPTER 816**

H.B. No. 3547

**AN ACT****relating to a voluntary veteran's employment preference for private employers.***Be it enacted by the Legislature of the State of Texas:*

SECTION 1. Subtitle A, Title 2, Labor Code, is amended by adding Chapter 23 to read as follows:

**CHAPTER 23. VOLUNTARY VETERAN'S EMPLOYMENT PREFERENCE  
FOR PRIVATE EMPLOYERS**

Sec. 23.001. **DEFINITION.** *In this chapter, "veteran" means an individual who:*

- (1) has served on active duty in the armed forces of the United States; and*
- (2) was honorably discharged from military service.*

Sec. 23.002. **VOLUNTARY PREFERENCE POLICY.** *(a) A private employer may adopt a policy under which the employer may give a preference in employment decisions regarding hiring, promotion, or retention to a veteran over another qualified applicant or employee.*

*(b) A policy adopted under this section must be in writing.*

Sec. 23.003. **APPLICATION OF POLICY.** *(a) A private employer shall apply any policy adopted under this chapter reasonably and in good faith in employment decisions regarding hiring, promotion, or retention during a reduction in the employer's workforce.*

*(b) A private employer may require appropriate documentation from a veteran for the veteran to be eligible for the preference under a policy adopted under this chapter.*

*(c) Granting a preference in accordance with a policy adopted under this chapter does not violate Chapter 21.*

SECTION 2. The change in law made by this Act applies only to an employment decision made on or after the effective date of this Act. An employment decision made before the effective date of this Act is governed by the law in effect on the date the decision was made, and the former law is continued in effect for that purpose.

SECTION 3. This Act takes effect September 1, 2015.

Passed by the House on May 8, 2015: Yeas 130, Nays 12, 2 present, not voting; passed by the Senate on May 26, 2015: Yeas 31, Nays 0.

Approved June 17, 2015.

Effective September 1, 2015.

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**RESTRICTIONS ON THE USE, TRANSFER, AND SALE OF  
HOUSING DEVELOPMENTS THAT HAVE RECEIVED  
CERTAIN FINANCIAL ASSISTANCE ADMINISTERED BY THE  
TEXAS DEPARTMENT OF HOUSING AND COMMUNITY  
AFFAIRS****CHAPTER 817**

H.B. No. 3576

**AN ACT**